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PATENT Attorney Docket No. 38123-152966

DECLARATION AND POWER OF ATTORNEY

As a below named inventor, I hereby declare that.

My residence, post office address and citizenship are stated below next to my

name:

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there make

on which priority is claimed:

I believe I am the original, first, and sole inventor (if only one name is listed below) or an original, first, and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled:

ADMINISTERING INCENTIVE AWARD PROGRAM

the specification of which is attached hereto unless the following box is checked					
		as Application No.	or PCT Application No.		
identi above	fied specification, i		derstand the contents of the above- ed by any amendment referred to		
exam		edge the duty to disclose info ation in accordance with 37 CFF	rmation which is material to the		
interr listed	ny foreign application national application I below and have al	on(s) for patent or inventor's on which designated at least one conso identified below any foreign	er 35 U.S.C. §119(a)-(d) or §365(b) certificate, or §365(a) of any PC cunitry other than the United States application for patent or inventor g date before that of the application		

PRIOR FOREIGN/PCT APPLICATION(S)

COUNTRY OFFICE	APPLICATION NO.	DATE OF FILING	PRIORI	ΓY
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I hereby claim the benefit under 35 U.S.C. §119(e) of any United States provisional application(s) listed below.

PROVISIONAL APPLICATION NUMBER	DATE OF FILING
60/220,672	July 25, 2000

I hereby claim the benefit under 35 U.S.C. §120 of any United States application(s) or §365(c) of any PCT International application(s) designating the United States, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of 35 U.S.C. §112, I acknowledge the duty to disclose material information as defined in 37 CFR §1.56 which because available between the filing date of the prior application and the national or PCT international filing date of this application:

PRIOR U.S. APPLICATIONS OR PCT INTERNATIONAL APPLICATIONS DESIGNATING THE U.S. FOR BENEFIT UNDER 25 U.S.C. §120

		Status (check one)			
Application Serial No.	Date of Filing	Patented	Pending	Abandoned_	

And I hereby appoint Arthur H. Seidel, Registration No. 15,979; Gregory J. Lavorgna, Registration No. 30,469; Daniel A. Monaco, Registration No. 30,480; Thomas J. Durling, Registration No. 31,349; and John J. Marshall, Registration No. 29,671, Joseph R. Delmaster, Jr., Registration No. 38,123, and Robert E. Cannuscio, Registration No. 42,386, my attorneys or agents with full power of substitution and revocation, to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith.

Address all correspondence to Drinker Biddle & Reath LLP. One Logan Square, 18th & Cherry Streets Philadelphia, PA 19103 6996. Address all telephone calls to Loretta F Smith, (215) 988-2887 (telefax: (215) 988-2757).

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any parent issuing thereon.

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